KENTUCKY SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM STATE PLAN

Cabinet for Health and Family Services
Department for Aging and Independent Living
Fiscal Years 2017-2020

Matthew G. Bevin, Governor

Commonwealth of Kentucky

Secretary Vickie Yates Brown Glisson, Secretary

Cabinet for Health and Family Services

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Department for Aging and Independent Living

Section 1. Purpose of the State Plan

The fiscal year 2017-2020 Senior Community Service Employment Program (SCSEP) State Plan outlines the four year strategy that Kentucky will implement to train and prepare the low-income older population to enter the workforce. Governor Matthew Bevin has designated the Kentucky Cabinet for Health and Family Services' Department for Aging and Independent Living to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.

The State Plan also describes the planning and operation process for SCSEP services in Kentucky, taking into account the relative distribution of eligible adult individuals and employment opportunities within the state agency. The State Plan is intended to produce coordination among the SCSEP grantee and various sub-recipients operating within the state along with state and local boards under Workforce Innovation and Opportunity Act (WIOA). This collaboration supports the SCSEP program's goal, which is to improve the skills and employment prospects for older workers.

Demographic and economic estimates for the labor market were analyzed to determine the changing needs of the state's workforce. These trends and projections were considered when developing a strategy for the SCSEP program that encompasses regions, job markets, and individuals.

Involvement of Organizations and Individuals

The plan was developed in collaboration with representatives of the three national grantees operating in Kentucky, sub-grantees, and the Kentucky Education and Workforce Development Cabinet to promote performance improvement in serving the designated population. Partnerships with Kentucky One-Stop Career Centers and WIOA programs have proven effective in preparing the participants with labor skills needed in today's market. Cooperative efforts will also continue with local health departments, community colleges, public libraries, governmental agencies, and various other agencies.

Kentucky has sought the involvement, advice, and recommendations of representatives from multiple organizations and individuals as required in the 2006 Older American's Act Amendments, Section 503(a)(2). The Kentucky SCSEP resides in the Kentucky Department for Aging and Independent Living (DAIL), the state unit on aging. DAIL contracts with the Area Development Districts (ADD), which assist with the implementation of programs funded under the Older Americans Act.

The Kentucky SCSEP maintains a working relationship with the State Workforce Investment Agency (WIA), as well as to the sub-grantees that collaborate with the local WIOA boards. Invitations to participate in the development of the plan were mailed to the Department for Community Based Services, Cabinet for Health and Family Services, Area Development Districts, Community Action Agencies, Office of Vocational Rehabilitation, WIA/WIOA One-Stop Career Centers, transportation programs, Kentucky Office of Employment and Training, senior center directors, employers, host agencies, unemployed older adults, and program participants. Attachment E in the appendix includes the invitation to the required parties requesting their participation in the development of the State Plan.

Solicitation and Collection of Public Comments

Public comments were sought on a regional basis, which included correspondence, public forums, websites, and meetings to ensure that any interested individual or organization had an opportunity to comment on the SCSEP State Plan. Area Plan Needs Assessments and recommendations were distributed to community partners for solicitation of comments incorporated into the plan. The draft plan was distributed to all partners within the service areas and included on ADD websites. The plan was also shared with host agencies. All individuals and agencies were encouraged to comment and make additional recommendations. The State Plan Modifications were posted on the DAIL website (http://chfs.ky.gov/dail/scsep.htm) for review and to solicit comments from any individual or organization. Documentation of solicitation is provided as Attachment C in the appendix.

Section 2. Economic Projections and Impact

The federal Office of Management and Budget defines Metropolitan and Micropolitan Statistical Areas as a county or group of counties consisting of a population core and adjacent communities that are combined with an urban core. The links between the communities and the urban core are both economic and social.

Metropolitan and Micropolitan areas are not inclusive of an urban rural classification, thus non-metropolitan areas can be defined as a population nucleus and adjacent communities with a population less than 2.5 million and a with a rural core. Within Kentucky, the metropolitan and nonmetropolitan areas overlap regionally.

Kentucky's economy is divided into nine Metropolitan Statistical Areas and four nonmetropolitan areas. Metropolitan Statistical Areas include: Bowling Green, KY; Cincinnati-Middletown, OH-KY-IN; Clarksville, TN-KY; Elizabethtown, KY; Evansville, IN-KY; Huntington-Ashland, WV-KY-OH; Lexington-Fayette County, KY; Louisville-Jefferson County, KY-IN; and Owensboro, KY. Nonmetroplitan areas include: West Kentucky, South Central Kentucky, West Central Kentucky, and East Kentucky.

Kentucky's economy has distinct challenges created by the size and shape of the Commonwealth. For example, although Kentucky has nine designated Metropolitan Statistical Areas, this designation only includes eight Area Development Districts: Barren River, Northern Kentucky, Pennyrile, Lincoln Trail, Green River, FIVCO Area Development District, Bluegrass, and Kentuckiana Regional Planning and Development Agency. As of 2015, Jefferson County (Louisville) is Kentucky's largest Metropolitan Statistical Area for Kentucky's total employment composition. The Kentucky portion of Louisville – Jefferson County Metropolitan Statistical Area consists of Jefferson, Oldham, Trimble, Henry, Shelby, Spencer, Nelson, Larue, Hardin, Meade, and Bullitt Counties.

According to the 2015 data from the U.S. Bureau of Labor Statistics, employment was highest in Jefferson County (442,300), while Boone County had the smallest employment

(79,100). Together, Kentucky counties that make up the Jefferson County Metropolitan Statistical Area accounted for 39.0 percent of total employment within the state. Nationwide, the 342 largest counties made up 72.3 percent of total U.S. employment.

Economic Make-up and Industry Projections

According to December 2015 data from the U.S. Bureau of Labor Statistics, Kentucky's unemployment rate is 5.7%. This was a significant improvement in the rate from the prior years of 2012 through 2013 (see Chart 1). The Kentucky occupation with the highest number of job openings was retail sales person with 31,760. The second highest occupation with job openings was cashier with 23,900 openings. The third highest occupation with job openings was laborers and freight, stock, and material movers. Food preparation was the fourth highest occupation in demand for Kentucky.

The availability of job growth in nonfarm labor assists the SCSEP program to provide the most appropriate training for unsubsidized employment. In order to prepare SCSEP participants for job driven training, participants are first assessed to see what job readiness skills are needed in order to obtain desired occupations based on their Individual Employment Plan (IEP). SCSEP participants receive training and work experience for many in-demand or readily available occupations in Kentucky such as retail, customer service, clerical, janitorial, maintenance, receptionist, transportation/ material moving, and kitchen or food services. Volunteer hours and training through the SCSEP program are designed, according to IEP, to give participants the work experience and skills necessary to prepare for these industries. Participants are assigned to a host agency that provides job preparedness for unsubsidized wage employment. Host agencies include nutrition, recreation, and day programs at senior centers; housing agencies; retail cooperation such a Goodwill Industries; schools; governmental offices; and community centers.

Chart 1-Unemployment Rate
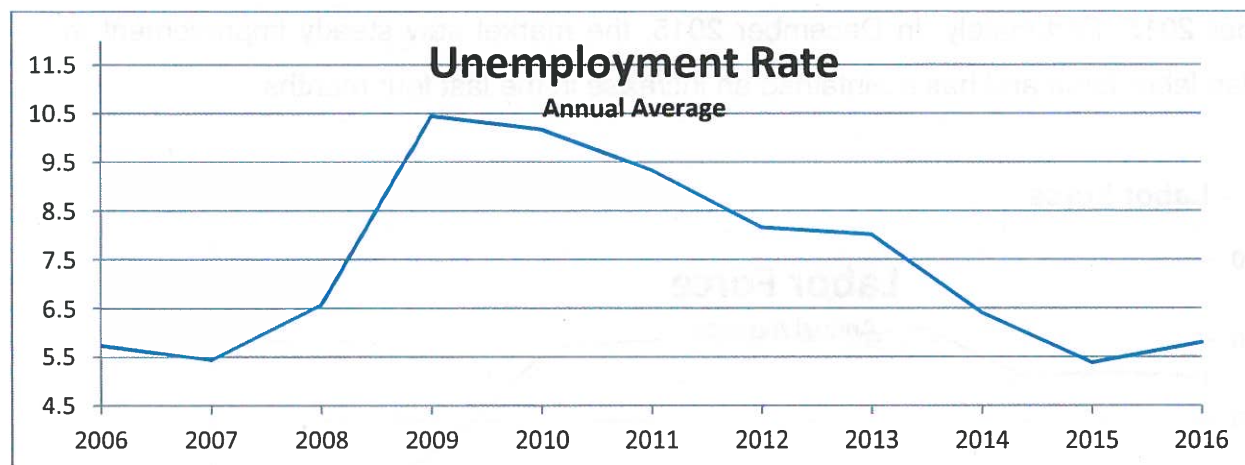
Source: U.S. Bureau of Labor Statistics

Purpose for Collaborations

The SCSEP program collaborates with vocational rehabilitation agencies as a referral source and a resource for needed information. Participants are encouraged to utilize adult education programs such as community colleges, technical schools, and remedial education to prepare for jobs that require trade certificates or degrees. SCSEP also collaborates with One-Stop Career Centers to conduct job fairs, obtain labor market information, and coordinate on intensive services/training. This training is typically provided through several different agencies. Thus the SCSEP program is continuously recruiting training partners to provide the most beneficial community service and training opportunities with the potential of hiring internally with collaborative agencies.

Nonfarm and Civilian Labor Force Economics

According to the U.S. Bureau of Labor Statistics, Kentucky's civilian labor force was 1,952,700 as of December 2015 (see Chart 2). Kentucky maintains a nonfarm workforce in the industries of mining and logging; construction; manufacturing; trade, transportation, and utilities; information; financial activities; professional and business services; education and health services; leisure and hospitality; government; and other services.

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The Kentucky civilian labor force experienced a decrease from December 2012 to November 2015. Fortunately, in December 2015, the market saw steady improvement in the civilian labor force and has maintained an increase in the last four months.

Chart 2 – Labor Force
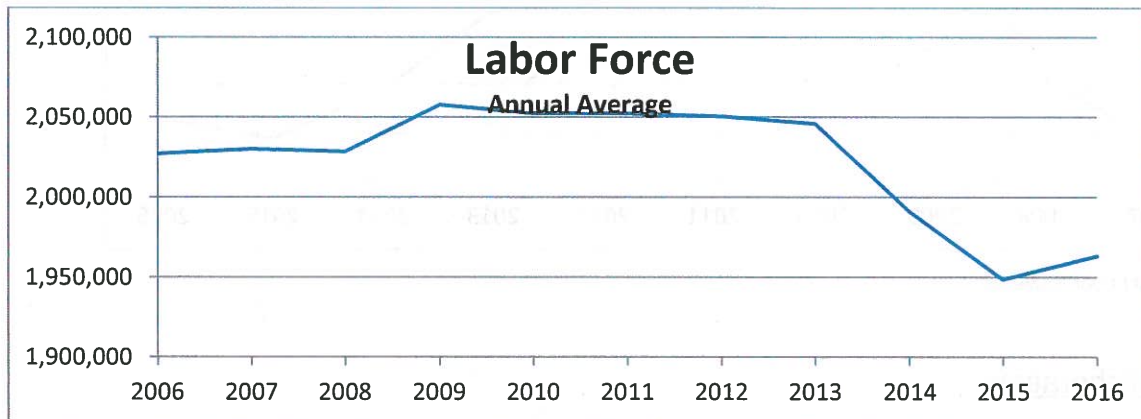
KY Labor Force Source: U.S. Bureau of Labor Statistics

As of December 2015, nonfarm employment in Kentucky was 1,920,200 according to U.S. Bureau of Labor Statistics (see Chart 3), which is a gain from the previous year. Nonfarm employment jobs have expanded consistently since January 2010 but, on average, Kentucky's increase has been slower than most others states across the United States.

Chart 3 – Nonfarm Labor
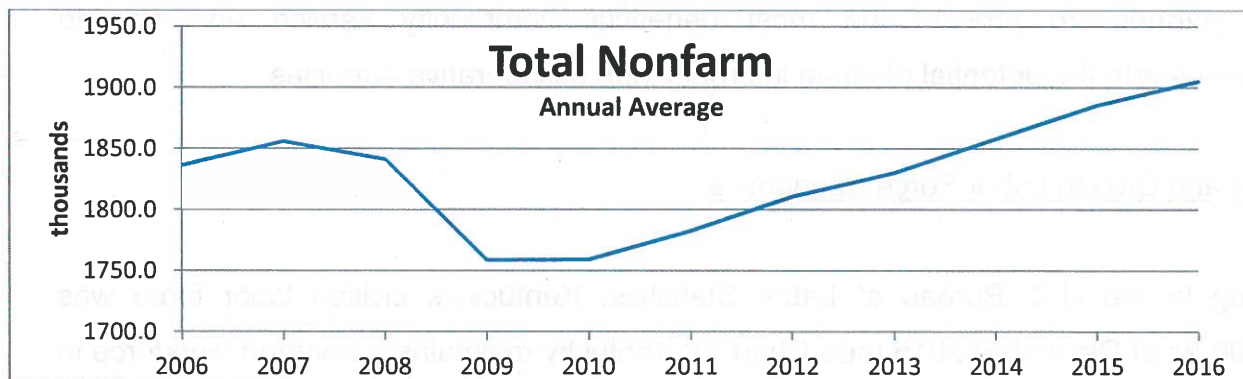
State:	Kentucky
Area:	Statewide
Supersector:	Total Nonfarm
Industry:	Total Nonfarm
Data Type:	All Employees, In Thousands
U.S. Bureau of Labor Statistics	

Employment Super Sectors

Trade, Transportation, and Utilities; Information; Financial Activities; Professional and Business Services; Educational and Health Services; Leisure and Hospitality; Other Services; and Government and Public Education super sectors are all classified as Service-Providing industries. Trade, Transportation, and Utilities constitute the largest super sector in Kentucky with 385,100 jobs as of December 2015. According to the U.S. Bureau of Labor Statistics, in 2015 the Service Providing industries in Kentucky employed 1,595,300. In 2014, it accounted for 1,565,600 positions employed. This sector has shown a gradual increase in employment in the last four years (see Chart 4).

Chart 4- Service Providing
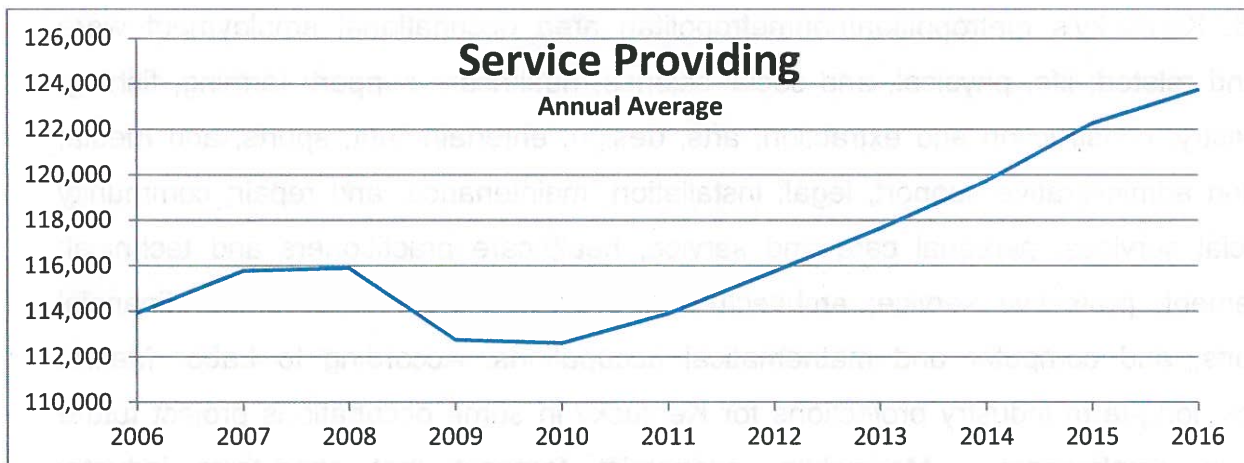
SuperSector:	Service-providing
Industry:	Service-providing
Data Type:	ALL EMPLOYEES, THOUSANDS
U.S. Bureau of Labor Statistics	

The 338,500 positions in the Mining and Logging, Construction, and Manufacturing super sectors are classified as Goods-Producing industries. These sectors have shown a substantial increase from 2013 when there were at 313,500 positions and account for 20.1

percent of all nonfarm employment in Kentucky. This marks a slight decrease from 2012 when 20.3 percent of Kentucky jobs were in these super sectors. More strikingly, the number of jobs in this super sector exceeded total employment in all Goods-Producing industries in 2013. Led by Louisville, and to a lesser extent, Lexington, 2015 has seen strong growth in manufacturing employment in Kentucky with 245300 manufacturing jobs in the Commonwealth. Kentucky's increase in manufacturing jobs of 1.5 percent exceeded the national growth of 1.4 percent. However, it is forecast that employment growth in manufacturing, in both Kentucky and the U.S., will be quite modest at 0.5 percent according to the 2015 Kentucky Annual Economic Report by University of Kentucky's Center for Business and Economic Research.

Occupational Projections

In 2015, Kentucky's metropolitan/nonmetropolitan area occupational employment were sales and related; life, physical, and social science; healthcare support; farming, fishing, and forestry; construction and extraction; arts, design, entertainment, sports, and media; office and administrative support; legal; installation, maintenance, and repair; community and social services; personal care and service; healthcare practitioners and technical; management; protective service; architecture and engineering; business and financial operations; and computer and mathematical occupations. According to Labor Market Statistics, long-term industry projections for Kentucky in some occupations project future growth in employment. Meanwhile, economist forecast that short-term industry employment in Kentucky will gain 1,227 new jobs for manufacturing and 4,338 new jobs for supportive services according to the 2015 Kentucky Annual Economic Report.

Kentucky's local economies are considered when determining the occupations for which participants are trained, and a participant's Individual Employment Plan (IEP) is developed to identify training goals and marketable skills consistent with available job opportunities. Industries with high growth rates influence the types of SCSEP trainings offered, and community service opportunities are tailored to meet the needs of those industries.

Chart 5: Manufacturing

Manufacturing
Annual Average
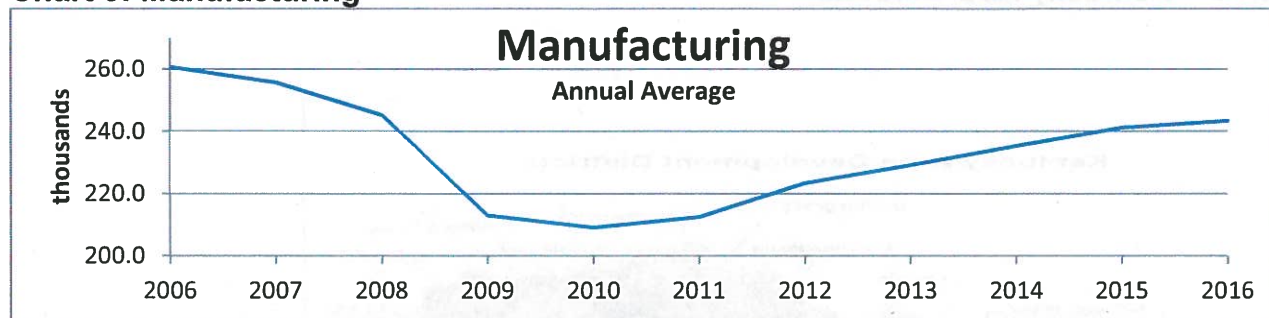
State:	Kentucky
Area:	Statewide
Supersector:	Manufacturing
Industry:	Manufacturing
Data Type:	All Employees, In Thousands
U.S. Bureau of Labor Statistics	

Section 3. Service Delivery and Coordination

The Commonwealth of Kentucky is divided into 15 Area Development Districts (ADDs), with each ADD structured across multi-jurisdictional lines to include all 120 counties. The ADDs were established in 1972 to provide a systematic linkage between local elected officials, the Governor's office, state and federal agencies, private organizations, and citizens. This approach allows ADDs to tailor state and federal programs to regional needs and problems. The ADDs in Kentucky are authorized under federal and state statues to be regional leaders and resource centers within the Commonwealth of Kentucky (see Chart 6).

Chart 6 – Kentucky ADD Districts

Kentucky Area Development Districts
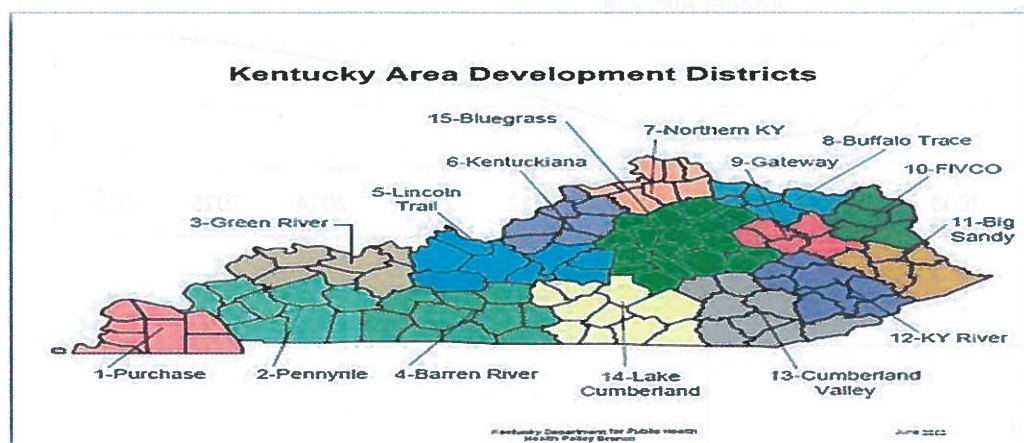
DAIL contracts with seven sub-recipients in nine separate regions to implement the SCSEP program and maintains 169 authorized positions to place participants across the state (See Table 1).

Table 1 – Summary Table of Kentucky SCSEP Providers

Sub-Grantee	Address	Areas Served	Authorized Positions
Audubon	1800 West Fourth St. P.O. Box 20004 Owensboro, KY 42302 (270) 686-1666	Henderson (2), Ohio (2), Union (3), and Webster (3);	10
Lincoln Trail/ Barren River- Experience Works	1043 Pedigo Way Ste 34 P.O. Box 50200 Bowling Green, KY42102 (270) 843-8127	Butler (2), Edmonson (2), Hart (4), Warren (6), Breckinridge (4), Grayson (3), Hardin (4), Larue (2), and Meade (5)	32
Bluegrass	111 Professional Court P.O Box 738 Frankfort, KY 40602 502-695-4290	Anderson (2), Fayette (2), Franklin (4), Garrard (4), Lincoln (7), Mercer (4), Powell (2), and Woodford (2)	27
Cumberland Valley	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (3), Clay (4), Harlan (5), Jackson (2), and Whitley (6)	20
Buffalo Area Development District- Experience Works	203 High Street Flemingsburg, KY 41041 (606) 845-1411	Bracken (2), Fleming (3), Lewis (4), Mason (4) and Robertson (1)	14
Kentucky River/Big Sandy	917 Perry Park Rd Hazard, KY 41701 (606) 436-3158	Floyd(3), Pike (3), Breathitt (3), Knott (4), Leslie (2), Letcher (4), and Perry (4)	23

Pennyrile	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (5), Christian (2), Crittenden (3), Hopkins (2), Livingston (2), Lyon (2), and Trigg (3)	19
Purchase	1002 Medical Drive, P. O. Box 588 Mayfield, KY 42066 (270) 247- 7171	Ballard (2), Calloway (5), Fulton (2), Graves (5), Hickman (2), McCracken (6) and Marshall (2)	24

Partnership with WIOA Title One Programs

An active partnership exists in Kentucky among SCSEP, One-Stop Career Centers, Workforce Innovation Opportunity and Act (WIOA) programs, and Workforce Investment Boards (WIB). WIB meetings provide up-to-date information about WIA/WIOA activities and opportunities for SCSEP to partner with the One-Stop career center delivery system. For example, One-Stop Career Centers make referrals of those eligible to SCSEP, while SCSEP, in turn, will refer those not eligible for the program to One-Stop Career Centers. Host agencies and Kentucky sub-grantees, which include agencies that serve as voluntary members of local workforce investment boards, have excellent working relationships with the local WIOA programs.

Sub-grantees utilize training services available through WIOA programs and partner with One-Stop Career Center staff on employment strategies. SCSEP and One-Stop Career Centers collaborate on joint training activities and work together to engage the community in various new initiatives that will support local community interests and needs. Sub-grantees utilize the One-Stop Career Centers to:

- Register enrollees with One-Stop Career Centers;
- Assign participants to local One-Stop Career Centers;
- Utilize WIOA Mobile Job Center to assist SCSEP participants;
- Utilize SCSEP staff in outreach and recruitment activities;
- Collaborate on job fairs, labor market information, and on intensive services such as On the Job Experience (OJE);
- Partner with vocational rehabilitation as a referral source and a resource for needed information;

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- Collaborate with adult education programs including: community colleges, technical schools, and remedial education for participants;
- Enroll participants in necessary trainings provided by WIA/WIOA career centers that aid in obtaining unsubsidized employment; and
- Network and communicate with partner agencies and services to send participants for any additional resources.

Host Agency Collaborations

Some of the more innovative host agency approaches have included collaboration with the aging network and have resulted in permanent employment for many participants. Many senior centers provide excellent training opportunities for participants, which may include providing space for meetings and trainings. For example, nutrition program providers work closely with SCSEP and senior centers to train providers to serve as a resource for nutrition and transportation needs.

Collaborative arrangements have been formed or strengthened to achieve a mutually beneficial outcome. These activities link organizations that provide services to older Kentuckians with limited incomes and disabilities to agencies providing employment and training services in order to increase the opportunity for employment. The following public and private agencies and programs are among the many agencies that collaborate with the department:

- The Kentucky Office of Employment and Training
- Local health departments
- Senior citizens centers
- Adult day programs
- Transportation programs
- Weatherization programs
- Community Action Agencies
- Faith-based organizations

- Local school districts
- Emergency preparedness agencies

The Department for Aging and Independent Living works collaboratively with national grantees operating in Kentucky, sub-grantees, host agencies, and community partners to identify the future needs of the individual communities. Host agencies are recruited to provide training for participants while addressing the unmet needs in the local communities. Depending on the participant's Individual Employment Plan, host agencies create on-the-job related tasks for SCSEP participants to gain beneficial skills needed for unsubsidized employment.

Continuous Improvement

Consideration of changes that would benefit the state's program include: recruiting new while expanding upon existing host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the fields of computer skills and documentation; and increasing access to job searches that will help participants keep pace with the changing demands of the contemporary workforce.

It is the goal of the Kentucky SCSEP to train participants with skills that will allow them opportunities for long-term, unsubsidized employment. Current and projected employment opportunities, and the necessary skills required to secure such employment, have direct implications for the types of host agencies that are recruited to participate in SCSEP.

Prior performances of host agencies are also considered. Recruitment of various host agencies is an ongoing task in order to secure a broader range of employment skills training opportunities so that participants might build needed job skills based on their Individualized Employment Plan (IEP).

According to program year 2014's Final SCSEP Quarterly Progress Report (QPR) for Kentucky from the SCSEP Performance and Results QPR System database, 51% of the

SCSEP participants are classified as having low employment prospects. Participants, in general, lack current marketable skills, especially in the area of technology, by typically possessing skills in fields such as, manual labor, food service, housekeeping, and driving. Host agencies build on these skills and provide additional training in areas that will be marketable and meet regional employer's needs.

Specialized trainings are provided by local non-profit agencies consistent with the goals of participants and include CPR, computer and computer applications skills, and safe driver training. Sub-grantees have established linkages with One-Stop Career Centers to assist in training participants on topics such as resume preparation and classes on computer skills. SCSEP also collaborates with adult education programs (including community colleges, technical schools, and remedial education for participants) and provide host agency with opportunities to review available classes for participants.

The Kentucky SCSEP partners with vocational rehabilitation agencies as a referral source as well as a resource for information for the program and participants. This relationship with vocational rehabilitation provides assistance to participants with disabilities and gives vocational rehabilitation a training/job development alternative for its older clients.

One-on-one contacts with the employer serve to identify training strategies designed to enhance the skills of participants so they may obtain the knowledge and skills necessary to advance their careers. Staff meets with human resource directors to determine jobs that may provide opportunities for advancement and work with employers to develop on-the-job experience contracts, directly fill jobs, and establish or maintain partnerships. Sub-grantees also utilize online programs, as well as the Workforce Innovation Opportunity Act (WIOA), to access information about high-growth jobs in the local areas and determine required skills and training needed to secure those jobs. Once identified, outreach efforts are made to those employers whose businesses are in high-growth occupations. A participant's individual employment plan will be developed to outline training goals consistent with available job opportunities and enable participants to learn marketable skills. Frequent contact with local employers by SCSEP staff also enables participants to be

made aware of employer outreach efforts such as job fairs and other networking activities that may prove beneficial in securing desirable employment. Grantees and sub-grantees will promote SCSEP through meetings, seminars, presentations, etc., to inform the public, including potential employers, about SCSEP and the advantages of hiring older workers.

Service to Minorities (OAA title V, section 515)

Kentucky has met its service to minority goals for the past four years and will continue to focus recruitment efforts on those most in need by concentrating its initiatives on local areas and utilizing SCSEP priorities. Recruitment methods include word of mouth, faith-based and minority focused newspapers, brochures, posting ads in neighborhoods with large minority populations and local churches, and distribution of SCSEP information to the local National Association for the Advancement of Colored People (NAACP).

The most recent Senior Community Service Employment Program Analysis of Service to Minority Individuals Report of 2013 by Charter Oaks Group with Department of Labor indicates Kentucky's efforts to serve minority populations have been successful. According to this report, the percent of minority participants enrolled in Kentucky's SCSEP was 11.4% whereas, the Census Percentage of Minority population is 7.4%. The Census Percentage of Minority population is the number of individuals over 55 years of age and at or below 125% of poverty in various minority categories in each county served by a SCSEP grantee in each state. This defines the population of minority individuals whom the program could serve. The Quarterly Progress Report (QPR) shows that the common measure for entered employment rate by minorities was 30% and non-minorities was 30.6%. No measurements indicated an under-service using the dual test of practical and statistical significance.

Kentucky faces several difficulties in recruiting minorities to the program. One of Kentucky's greatest challenges is that of geographical boundaries. Many areas with large minority populations reside in counties without authorized slots at the state grantee level. In addition, transportation is a major issue for minorities. Thus, sub-grantees and host agencies work with the participants to address transportation challenges in order to keep

them actively participating. All recruiting challenges are addressed through training and technical assistance provided by the grantee to the sub-grantees.

The African American population encompassed 13.2% of the national population and 7.7% of the state population in 2010 according to census.gov. Other races, such as Asian, Native American, Hawaiian/Pacific Islander, two or more races, or other race accounted for 26.7% of the national population and 4.3% of the Kentucky population. (See Table 2)

Table 2 – Kentucky Population Summary 2010 Table

Race/ Ethnicity	Population	Percentage
Total population	4,339,367	100%
Ethnicity		
• Non-Hispanic/ Latino	4,206,531	96.9%
• Hispanic or Latino	132,836	3.0%
Race		
• White	3,809,537	87.8%
• African American	337,520	7.8%
• Asian	48,930	1.1%
• American Indian and Alaska Native	10,120	.2%
• Hawaiian/and Pacific Islander	2,501	.1%
• Other	55,551	1.2%
• Two or more races	75,208	1.7%

Source: www.census.gov

Quarterly Progress Report Minority Data

According to 2014 final data from the SCSEP Performance and Results QPR System (SPARQ), a total of 30 minorities enrolled with SCSEP, which is one less than the previous year, and consistent with the average number of minorities receiving services in the prior four years in Kentucky. Program year 2013 showed a decrease of seven participants in minority enrollment than in program year 2012, despite continuing to meet the performance

measures required for service to most in need. However, since Kentucky has not seen a decline in the minority population in the last five years, lower enrollment rates indicate the need of more effective advertisement efforts for the SCSEP program in areas with a larger minority population.

Enrollment levels are affected by employment rate and geographical factors. Employment rates greatly affect percentages involving the performance measure of entering employment. A decrease in the employment rate can indicate difficulties in finding unsubsidized wages for participants. This, along with the geographical location of some the counties in Kentucky, has shown to cause economically distressed counties. Geographically, most eastern Kentucky counties have been deemed economically distressed as little to no employment growth has occurred in those regions (See Table 3). Various forms of advertisement can help increase the introduction of SCSEP to eligible participants in this area of the state. The SCSEP program in Kentucky has successfully used local media and face-to-face contact to inform individuals of employment and training opportunities available through the SCSEP program. In addition, recruiting within existing agencies in these counties can help participants compete for job opportunities where job placement is difficult.

Table 3 – Fiscal Year 2015 Kentucky Economically Distressed Counties

County	Economic Status	Number of Distressed Areas
Adair	At-Risk	1
Bath	Distressed	0
Bell	Distressed	0
Boyd	Transitional	4
Breathitt	Distressed	0
Carter	Distressed	0
Casey	Distressed	0
Clark	Transitional	1
Clay	Distressed	0
Clinton	Distressed	0
Cumberland	Distressed	0
Edmonson	At-Risk	1
Elliott	Distressed	0
Estill	Distressed	0
Fleming	At-Risk	3

Floyd	Distressed	0
Garrard	At-Risk	0
Green	At-Risk	2
Greenup	Transitional	1
Harlan	Distressed	0
Hart	Distressed	0
Jackson	Distressed	0
Johnson	Distressed	0
Knott	Distressed	0
Knox	Distressed	0
Laurel	At-Risk	5
Lawrence	Distressed	0
Lee	Distressed	0
Leslie	Distressed	0
Letcher	Distressed	0
Lewis	Distressed	0
Lincoln	Distressed	0
McCreary	Distressed	0
Madison	Transitional	6
Magoffin	Distressed	0
Martin	Distressed	0
Menifee	Distressed	0
Metcalfe	Distressed	0
Monroe	Distressed	0
Montgomery	At-Risk	1
Morgan	Distressed	0
Nicholas	At-Risk	0
Owsley	Distressed	0
Perry	Distressed	0
Pike	At-Risk	5
Powell	Distressed	0
Pulaski	At-Risk	6
Robertson	At-Risk	0
Rockcastle	Distressed	0
Rowan	At-Risk	2
Russell	Distressed	0
Wayne	Distressed	0
Whitley	Distressed	0
Wolfe	Distressed	0

Appalachian Regional Commission, May 2015

Distressed counties rank in the worst 10 percent of the nation's counties in employment.

At-Risk counties rank between the worst 10 percent and 25 percent of the nation's counties in employment.

Transitional counties rank between the worst 25 percent and the best 25 percent of the nation's counties in employment.

<u>Service to Most in Need</u>

Recruitment efforts will be made to reach individuals with the greatest social needs by contacting social service agencies, vocational rehabilitation organizations, career centers, and other applicable organizations. Staff at the local level assumes an important role in reaching the most in need as local community knowledge allows them to produce positive recruitment outcomes for priority groups. Regular review of management reports of sub-project data with SPARQ ensures priority groups are being adequately served.

Kentucky's SCSEP program works with local agencies to increase the number of host agencies to address deprivations in under-served minorities. SCSEP also emphasizes increased community support in economically distressed counties to identify opportunities to engage with host agencies to address under-served minority populations. The placement of a participant in a community service assignment in the area in which the participant resides, or an adjacent community, is designed to accommodate the participant's travel needs. SCSEP also provides assistance to participants through supportive services identified in the participant's Individualized Employment Plan, which helps with successful job placement.

Section 4. Location, Population Served, and Equitable Distribution

The Department for Aging and Independent Living has established and continually maintains a working relationship with the SCSEP national grantees in Kentucky. The national sponsors in Kentucky are the National Urban League (NUL), Experience Works (EW), and the National Council on Aging (NCOA). The equitable distribution for authorized positions in Kentucky provided by the U.S. Department of Labor as of program year 2015 is as follows:

- NUL   122
- Experience Works   314
- National Council on Aging   224
- State   169

<u>Equitable Distribution for Over-Served and Under-Served Locations</u>

Please see Attachment A for Kentucky's proposed Equitable Distribution Report for program year 2016, in accordance with Section 508 of the 2006 OAA Amendments. Please see Attachment B for areas in Kentucky that are over-served or under-served which also identifies Kentucky's service delivery areas by Grantee Providers.

The Department for Aging and Independent Living works with the national grantees and sub-grantees to achieve equitable distribution through attribution and unsubsidized employment. Any discrepancies will be reduced through frequent communication and further negotiation with national sponsors. Other plans, as reported by SCSEP providers, to reduce the variance in Kentucky during the program year involve:

- Training for staff on increasing job placements. The focus will be on those already enrolled rather than new adding enrollments.
- Enrolling two participants per month to meet approved level.
- Participating in "swaps" (swapping the distribution of slots among SCSEP grantees) in order to consolidate positions in counties with multiple grantees.
- Advertising the program at new and different organizations instead of the typical centers.
- Expanding recruitment efforts, increase program publicity, and focus on developing viable host agencies in underserved jurisdictions.
- Expanding and strengthen relationships with workforce, community action, council on aging, and other local resources that offer an exchange of information.
- Continuing to refer participants to other grantees outside our service areas.

The goal is to reach complete equitable distribution (ED), and the most recent ED report is attached as an appendix (Attachment C).

<u>Services in Rural Areas</u>

SPARQ utilizes the Rural Urban Commuting Area Codes (RUCA) to measure the concept of rural. There are eight designated Metropolitan Statistical Areas in Kentucky that include the following counties: Boone, Bourbon, Boyd, Bracken, Bullitt, Campbell, Christian, Clark, Daviess, Edmonson, Fayette, Gallatin, Grant, Greenup, Hancock, Hardin, Henderson, Henry, Jefferson, Jessamine, Kenton, Larue, McLean, Meade, Nelson, Oldham, Pendleton, Scott, Shelby, Spencer, Trigg, Trimble, Warren, Webster, and Woodford. Jefferson County has the greatest number of persons with a total population of 741,096; Robertson County has the least with 2,282. Attachment C shows the Equitable Distribution and SCSEP Service Agencies in each county. All areas of Kentucky are served with an equitable distribution of position regardless of their designated rural or urban status.

Pockets of under-served rural areas exist predominantly in eastern and western Kentucky where there is limited availability of host agencies, transportation alternatives, and employment prospects. Because there are few employers in these regions of the state, it makes identifying unsubsidized employment opportunities for SCSEP participants challenging. In these areas, less traditional methods will be utilized to obtain host agencies, employers, transportation and other supportive services, and will include requesting assistance from local community/business leaders; targeting veterans in collaboration with One-Stop Career Centers, veteran's representatives, and Veterans of Foreign War organizations, and partnering with neighborhood and faith-based organizations.

The current information available regarding services to both rural and urban areas shows that educational levels, availability of services, number of host agencies, and transportation services do not appear to negatively affect the outcome of SCSEP participants regarding host agency assignments and unsubsidized placements. There is an exception for the relatively small percentage of SCSEP eligible individuals in geographically and/or culturally isolated areas that are difficult to reach using traditional methods.

Prioritization of Participants in Need

Section 518(b) of the Older Americans' Act requires that state plans provide information about the distribution of eligible individuals that must be given priority for participation in SCSEP. Priority is given to applicants who qualify based on one or more of the SCSEP criteria. The following criteria were taken from Kentucky's Final Quarterly Progress Report (QPR) for Program Year 2015:

- Are aged 65 years or older – 32%
- Have a disability – 23%
- Have limited English proficiency or low literacy skill - 15%
- Reside in a rural area – 81%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 10%
- Have low employment prospects – 66%
- Have failed to find employment after utilizing services provided under Title I of WIA – 12%
- Are homelessness or at risk for homelessness – 18%.

Other populations identified for priority placement in Section 503(a)(5)(C) of the statute areas follows:

1. "Greatest Economic Need" indicates persons at 0% to 125% of the Federal Poverty Guidelines.
2. "Minorities" including American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino American, and Native Hawaiians or other Pacific Islanders.
3. "Greatest Social Need" which is caused by non-economic factors, including persons with disabilities, language barriers, and cultural, social or geographical isolation.

The SCSEP sponsors in Kentucky work together to serve those with eligibility priorities through recruitment, subsidized employment, transition into unsubsidized employment, and outreach, as well as referrals to appropriate services.

Aged Population Growth

Since 1990, Kentucky's population has shifted toward an older distribution. The increase in the number of individuals over the age of 45 is indicative of the aging baby boom population and longer life expectancy. Persons 55 years of age and older make up 21.4% of Kentucky's population and has experienced the highest growth rate at 37.5%. These numbers substantially affect Kentucky's economy and workforce. The SCSEP program allows many of these individuals of the age group 55 and above to return to or stay in the workforce, thereby benefiting the economy as a whole by providing an increase in the civilian labor force in Kentucky.

Table 5- Population Comparison 2010 to 2014

Age 2010 to 2014 Quick Facts	Years	% Population
Persons under 5 years	July 1 2014 (V2014)	6.3%
Persons under 5 years	April 1 2010	6.5%
Persons under 18 years	July 1 2014 (V2014)	22.9%
Persons under 18 years	April 1 2010	23.6%
Persons 65 years and over	July 1 2014 (V2014)	14.8%
Persons 65 years and over	April 1 2010	13.3%

Source: U.S. Census Bureau Quick Facts 2014

Section 5. Appendix.

Attachment A	Service Delivery Area by Area Agencies on Aging
Attachment B	PY 15 Over Enrolled/ Under Enrolled Per Grantees
Attachment C	PY 15 Equitable Distribution and Variances by County
Attachment D	Invitation and Feedback Recommendations
Attachment E	Partner Agency Letter
Attachment F	Letter of Attestation
Attachment G	Sign In Sheet
Attachment H	Power Point Presentation of State Plan
Attachment I	Public Comments
Attachment J	Governor's Designation Letter and Secretary's Letter

ATTACHMENT A
SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

County	Sponsors/Slots
Ballard	State (2)
Calloway	State (5)
Carlisle	State (0)
Fulton	State (2)
Graves	State (5), Experience Works (4)
Hickman	State (2)
McCracken	State (6), Experience Works (6)
Marshall	State (2), Experience Works (4)

PENNYRILE

County	Sponsors/Slots
Caldwell	State (5)
Christian	State (2), Experience Works (7)
Crittenden	State (3)
Hopkins	State (2), Experience Works (7)
Livingston	State (2)
Lyon	State (2)
Muhlenberg	Experience Works (7)
Todd	Experience Works (3)
Trigg	State (3)

GREEN RIVER

County	Sponsors/Slots
Daviess	Experience Works (14)
Hancock	Experience Works (2)
Henderson	State (2), Experience Works (6)
McLean	Experience Works (2)
Ohio	State (2), Experience Works (4)
Union	State (3)
Webster	State (3)

BARREN RIVER

County	Sponsors/Slots
Allen	Experience Works (4)
Barren	Experience Works (11)
Butler	State (2), Experience Works (2)
Edmonson	State (2), Experience Works (1)
Hart	State (4), Experience Works (2)
Logan	Experience Works (7)
Metcalfe	Experience Works (4)
Monroe	Experience Works (4)
Simpson	Experience Works (4)
Warren	State (6), Experience Works (10)

LINCOLN TRAIL

County	Sponsors/Slots
Breckinridge	State (4)
Grayson	State (3), Experience Works (5)
Hardin	State (4), Experience Works (8)
Larue	State (2), Experience Works (2)
Marion	Experience Works (5)
Meade	State (5)
Nelson	NUL (7)
Washington	Experience Works (2)

BUFFALO TRACE

County	Sponsors/Slots
Bracken	State (2)
Fleming	State (3), NCOA (1)
Lewis	State (4), NCOA (2)
Mason	State (4)
Robertson	State (1)

BIG SANDY

County	Sponsors/Slots
Floyd	State (3), NCOA (9)
Johnson	NCOA (7)
Magoffin	NCOA (5)
Martin	NCOA (4)
Pike	State (3), NCOA (14)

BLUEGRASS

County	Sponsors/Slots
Anderson	State (2)
Bourbon	NCOA (5)
Boyle	Experience Works (5)
Clark	NCOA (6)
Estill	Experience Works (5)
Fayette	State (2), NCOA (26)
Franklin	State (4), NCOA (2)
Garrard	State (4)
Harrison	NCOA (4)
Jessamine	NCOA (5)
Lincoln	State (7), Experience Works (3)
Madison	NCOA (12)
Mercer	State (4), NCOA (1)
Nicholas	NCOA (2)
Powell	State (2), Experience Works (3)
Scott	NCOA (6)
Woodford	State (2), NCOA (1)

KENTUCKY RIVER

County	Sponsors/Slots
Breathitt	State (3), Experience Works (4)
Knott	State (4)
Lee	Experience Works (3)
Leslie	State (2), Experience Works (3)
Letcher	State (4), NCOA (4)
Owsley	Experience Works (3)
Perry	State (4), Experience Works (6)
Wolfe	Experience Works (3)

CUMBERLAND VALLEY

County	Sponsors/Slots
Bell	State (3), Experience Works (8)
Clay	State (4), Experience Works (6)
Harlan	State (5), Experience Works (6)
Jackson	State (2), Experience Works (4)
Knox	Experience Works (11)
Laurel	Experience Works (13)
Rockcastle	Experience Works (8)
Whitley	State (6), Experience Works (8)

KIPDA

County	Sponsors/Slots
Bullitt	NUL(8)
Henry	NCOA (3)
Jefferson	NUL (103)
Oldham	NUL (4)
Shelby	NCOA (4)
Spencer	NCOA (2)
Trimble	NCOA (2)

NORTHERN KENTUCKY

County	Sponsors/Slots
Boone	NCOA (9)
Campbell	NCOA (10)
Carroll	NCOA (3)
Gallatin	NCOA (2)
Grant	NCOA (3)
Kenton	NCOA (16)
Owen	NCOA (2)
Pendleton	NCOA (3)

FIVCO

County	Sponsors/Slots
Boyd	NCOA (10)
Carter	NCOA (8)
Elliott	NCOA (3)
Greenup	NCOA (7)
Lawrence	NCOA (5)

GATEWAY

County	Sponsors/Slots
Bath	NCOA (4)
Menifee	Experience Works (4)
Montgomery	NCOA (6)
Morgan	Experience Works (3)
Rowan	NCOA (6)

LAKE CUMBERLAND

County	Sponsors/Slots
Adair	Experience Works (7)
Casey	Experience Works (7)
Clinton	Experience Works (4)
Cumberland	Experience Works (2)
Green	Experience Works (3)
McCreary	Experience Works (7)
Pulaski	Experience Works (17)
Russell	Experience Works (7)
Taylor	Experience Works (5)
Wayne	Experience Works (9)

ATTACHMENT B
OVER ENROLLED AND UNDER ENROLLED PER GRANTEE

State	AP	E	V	# Counties	# Under	% Under	Avrg. % Und. E	# Over	% Over	Avrg. % Over E	#Over Under	%Over Under	Total V / AP
Kentucky													
State	169	153	- 16	52	24	46.2%	45.5%	13	25%	52.8%	37	71.2%	32%
Experience Works	314	318	4	57	25	43.9%	41.7%	20	35.1%	65.7%	45	78.9%	41.4%
NUL	122	138	16	4	3	75%	52.6%	1	25%	25.2%	4	100%	29.5%
NCOA	224	237	13	42	26	61.9%	47.8%	11	26.2%	95.1%	37	88.1%	62.9%
-													
-													
-													

(www.scseped.org, 2015)

AP is Authorized Positions

E is enrolled

V is variance

ATTACHMENT C
PY 2015, FY 16 EQUITABLE DISTRIBUTION AND VARIANCES PER COUNTY

FIPS	County	Grantee	# Enroll-ments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21001	Adair County - Kentucky	EW	5	7			
21003	Allen County - Kentucky	EW	4	4			
21005	Anderson County - Kentucky	KY	2	2	2	3	1
21007	Ballard-Kentucky	KY		2	2	1	-1
21009	Barren County - Kentucky	EW	9	11			
21011	Bath County - Kentucky	NCOA	2	4			
21013	Bell County - Kentucky	EW	4	8	3	3	0
21015	Boone County - Kentucky	NCOA	6	9			0
21017	Bourbon County - Kentucky	NCOA	0	5			
21019	Boyd County - Kentucky	NCOA	14	10			
21021	Boyle County - Kentucky	EW	5	5			
21021	Boyle County-Kentucky	NCOA	0	1			
21023	Bracken County - Kentucky	KY	2	2	2	2	0
21025	Breathitt County - Kentucky	EW	2	4			
21025	Breathitt-KY	KY	1	3	3	3	0

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FIPS	County	Grantee	# Enroll-ments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21029	Bullitt-Kentucky	NUL	4	8			
21031	Butler County - Kentucky	EW	1	2			
21031	Butler County - Kentucky	KY	1	2	2	1	-1
21033	Caldwell County - Kentucky	KY	2	5	5	3	-2
21035	Calloway County - Kentucky	KY	1	6	5	4	-1
21037	Campbell County - Kentucky	NCOA	10	11			
21041	Carroll County - Kentucky	NCOA	3	3			
21043	Carter County - Kentucky	NCOA	6	8			
21045	Casey County - Kentucky	EW	9	7			
21047	Christian County - Kentucky	EW	7	7			
21047	Christian County- Kentucky	KY	1	2	2	1	-1
21049	Clark County - Kentucky	NCOA	3	6			
21051	Clay County - Kentucky	EW	5	6			
21051	Clay County - Kentucky	KY	2	4	4	3	-1
21053	Clinton County - Kentucky	EW	4	4			
21055	Crittenden	KY	2	3	3	1	-2

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21057	Cumberland County - Kentucky	EW	2	3			
21059	Daviess County - Kentucky	EW	18	14			
21059	Daviess County- Kentucky	KY			0	1	1
21061	Edmonson County - Kentucky	EW	0	1			
21061	Edmonson County - Kentucky	KY		2	2	2	0
21063	Elliott County - Kentucky	NCOA	2	3			
21065	Estill County - Kentucky	EW	5	5			
21067	Fayette County - Kentucky	KY	2	2	2	1	-1
21067	Fayette County - Kentucky	NCOA	26	59			
21069	Fleming County - Kentucky	KY	4	3	3	6	3
210696	Fleming County- Kentucky	NCOA	1	1			
21071	Floyd County - Kentucky	KY	4	3			
21071	Floyd County - Kentucky	NCOA	8	9			
21073	Franklin County - Kentucky	KY	7	5	4	1	3
21073	Franklin-KY	NCOA	2	2			

FIPS	County	Grantee	# Enroll ments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21075	Fulton County - Kentucky	KY	2	2	2	3	1
21077	Gallatin County - KY	NCOA	3	2			
21079	Garrard County - Kentucky	KY	6	4	4	2	2
21081	Grant County - Kentucky	NCOA	1	3			
21083	Graves County - Kentucky	EW	5	4			
21083	Graves County - Kentucky	KY	6	6	5	3	-2
21085	Grayson County - Kentucky	EW	3	5			
21085	Grayson County - Kentucky	KY	3	3	3	3	0
21087	Green County - Kentucky	EW	3	3			
21089	Greenup County - Kentucky	NCOA	6	7			
21091	Hancock County - Kentucky	EW	0	2			
21093	Hardin County - Kentucky	EW	4	8			
21093	Hardin County - Kentucky	KY	6	4	4	5	1
21095	Harlan County - Kentucky	EW	4	6			
21095	Harlan County-KY	KY	3	6	5	4	1

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21097	Harrison-Kentucky	NCOA	0	4			
21099	Hart County - Kentucky	EW	3	2			
21099	Hart County - Kentucky	KY	3	4	4	4	0
21101	Henderson County - Kentucky	EW	6	6			
21101	Henderson County - KY	KY	2	2	2	3	1
21103	Henry-Kentucky	NCOA	2	3			
21105	Hickman County - Kentucky	KY	3	2	2	1	-1
21107	Hopkins County - Kentucky	EW	4	7			
21107	Hopkins County - Kentucky	KY	3	2	2	3	1
21109	Jackson County - Kentucky	EW	1	4			
21109	Jackson County - Kentucky	KY	3	4	2	2	0
21111	Jefferson County-Kentucky	NUL	129	103			
21113	Jessamine County - Kentucky	NCOA	2	5			
21115	Johnson County - Kentucky	NCOA	9	7			
21117	Kenton County - Kentucky	NCOA	42	16			
21119	Knott County - Kentucky	KY	1	5	4	4	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21121	Knox County - Kentucky	EW	11	11			
21123	Larue County - Kentucky	EW	2	2			
21123	Larue County - Kentucky	KY	1	2	2	2	0
21125	Laurel County - Kentucky	EW	4	13			
21127	Lawrence County - Kentucky	NCOA	10	5			
21129	Lee County - Kentucky	EW	13	3			
21131	Leslie County - Kentucky	EW	1	3			
21131	Leslie County - Kentucky	KY	3	2	2	3	1
21133	Letcher County - Kentucky	KY	6	5	4	4	0
21133	Letcher County - Kentucky	NCOA	2	4			
21135	Lewis County - Kentucky	KY	4	4	4	1	-3
21135	Lewis County- Kentucky	NCOA	0	2			
21137	Lincoln County - Kentucky	KY	6	6	7	7	0
21137	Lincoln County- Kentucky	EW	3	3			
21139	Livingston County-KY	KY	4	2	2	2	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21141	Logan County - Kentucky	EW	11	7			
21143	Lyon County - Kentucky	KY	1	2	2	0	-2
21145	McCracken County - Kentucky	EW	10	6			
21145	McCracken County - Kentucky	KY	5	7	6	6	0
21147	McCreary County - KY	EW	12	7			
21149	McLean County - Kentucky	EW	1	2			
21151	Madison - KY	NCOA	5	12			
21153	Magoffin County - Kentucky	NCOA	7	5			
21155	Marion County - Kentucky	EW	8	5			
21157	Marshall County - Kentucky	EW	2	4			
21157	Marshall County - Kentucky	KY	2	2	2	1	-1
21159	Martin County - Kentucky	NCOA	3	4			
21161	Mason County - Kentucky	KY	4	4	4	6	2
21163	Meade County - Kentucky	KY	1	5	5	5	0
21165	Menifee County - Kentucky	EW	7	4			

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21167	Mercer County - Kentucky	KY	5	4	4	5	1
21167	Mercer County- Kentucky	NCOA	0	1			
21169	Metcalfe County - Kentucky	EW	4	4			
21171	Monroe County - Kentucky	EW	2	4			
21173	Montgomery County - Kentucky	NCOA	2	6			
21175	Morgan County - Kentucky	EW	7	3			
21177	Muhlenberg County - Kentucky	EW	7	7			
21179	Nelson County- Kentucky	NUL	2	7			
21181	Nicholas County - Kentucky	NCOA	2	2			
21183	Ohio County - Kentucky	EW	5	4			
21183	Ohio County - Kentucky	KY	1	2	2	3	1
21185	Oldham	NUL	3	4			
21187	Owen County - Kentucky	NCOA	1	2			
21189	Owsley County - Kentucky	EW	8	3			
21191	Pendleton County - Kentucky	NCOA	2	3			
21193	Perry -KY	EW	0	6			

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21193	Perry County - Kentucky	KY	2	4	4	2	-2
21195	Pike County - Kentucky	KY	3	3	3	2	-1
21195	Pike County - Kentucky	NCOA	13	14			
21197	Powell County - Kentucky	EW	5	3	2	1	-1
21199	Pulaski County - Kentucky	EW	14	17			
21201	Robertson County - Kentucky	KY	0	1			
21203	Rockcastle County - KY	EW	4	8			
21205	Rowan County - KY	NCOA	4	6			
21207	Russell County - KY	EW	5	7			
21209	Scott County - Kentucky	NCOA	0	6			
21211	Shelby County - Kentucky	NCOA	0	4			
21213	Simpson County - Kentucky	EW	4	4			
21215	Spencer County- Kentucky	NCOA	0	2			
21217	Taylor County - Kentucky	EW	12	5			
21219	Todd County - Kentucky	EW	2	3			
21221	Trigg County - Kentucky	KY	2	3			
21223	Trimble County - Kentucky	NCOA	0	2			

FIPS	County	Grantee	# Enroll ments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21225	Union County- Kentucky	NCOA	1	0			
21227	Warren County - Kentucky	EW	12	10			
21227	Warren County - Kentucky	KY	8	5	6	10	4
21229	Washington County - Kentucky	EW	6	2			
21231	Wayne County - Kentucky	EW	16	9			
21233	Webster County - Kentucky	KY	2	3	3	1	-2
21235	Whitley County - KY	EW	6	8	6	5	-1
21235	Whitley County - Kentucky	KY	7	8			
21237	Wolfe County - Kentucky	EW	5	3			
21239	Woodford County - Kentucky	KY	2	2	2	1	-1
21239	Woodford County - Kentucky	NCOA	1	1			
					169	153	-16

Senior Community Service Employment Program
Area Plan Needs Assessment
Name <u>Compilation from Agencies</u> Organization <u>SCSEP/ DAIL</u>
Date <u>2/17/16</u>

This needs assessment is your opportunity as community leaders to   provide feedback to DAIL staff regarding the SCSEP program and the development of the SCSEP state plan.

1. **How can DAIL improve and ensure the involvement of other workforce development programs as well as other programs serving older workers?**

- Focus Career Training offered by OET in all counties not just in certain counties where there is a Larger Career Center. We want our participants to be registered with OET and to do job searches but unless they happen to be in a city where there is a Career Center that offers the in class room Focus Career Training then it's difficult for them to Register as most of them are very limited in computer skills if they have any, do not have a computer of their own with internet in their home and the OET registration has to occur on line. This means if they can't do it on their own at a public library then the ETC has to take an 1 ½ hours or more to take a laptop to a library that has Wi-Fi (that works) because most libraries limit computer use to 1 hour, and go through it with them step by step as we cannot mandate the participants to travel to a Career Center in another county because we cannot pay them mileage. This is in addition to training them on Job Ready. And as much of this as possible needs to be done in one trip as part of enrollment and orientation or at the first county meeting after they enroll because with the limited travel funds we have under the state grant. Maybe the regional Career Centers could offer the training once a year or once every six months in each of the counties in its region.
- Create a way for Basic Intro to Computer use, internet and email training through adult education or other local entity in every county such as CAA Senior Center or library or school or through OET for SCSEP participants.
- Tutors for participants who cannot read or write to bring them to a level where they can begin work on GED maybe through Adult Ed or local School.
- Ensure DCBS Family Support Workers are aware of the benefit programs in which SCSEP Title V income is excluded income. ETC's spend a good amount of time assisting participants in dealing with local DCBS Family Support Offices when participant's benefits are decreased or discontinued because the Family Support Caseworker entered the participant SCSEP Title V wages as includable income.
- Increased and/or continued involvement of other workforce development programs could be attained by developing new professional contacts and by maintaining

positive working relationships with ones that already exist within the region. Providing information to other professionals/organizations about the SCSEP, and how it benefits individuals and communities is essential, but also being able to describe how the SCSEP can refer to, and in turn, benefit these other programs would provide a reason for their continued involvement. With increased collaboration among providers come increased opportunities and benefits for older adults, and stating so when networking, such as when attending interagency meetings, community events, or job fairs, may also help in improving joint efforts.

- Many of my counties do not have a Career Center or One-Stop Center and older workers are often fearful of traveling into areas in which they are unfamiliar. Furthermore, many of the older workers do not have the computer skills necessary to complete the online registration with the Career Center. This is a skill we try to develop with them, but it often starts with basic computer introduction. I believe an accessible career center where they could visit and speak with someone in person would make them more comfortable in this process.

- DAIL could produce a printed and on-line resource indicating the workforce development programs available in the various Area Development Districts that serve older workers. Have this information available through each workforce development program and through the Aging and Disability Resource Call Centers.

- Continue outreach to workforce agencies, nonprofits, faith organizations and the community.

- Beyond notifying other agencies of their responsibility to work with SCSEP participants on regular basis, yearly workshops with all parties to develop strategies for effective partnerships would be helpful. Also contract with OET or like agencies to provide training (e.g. basic computer skills, resume writing, interview skills, and workplace social skills) for all SCSEP participants.

2. **With the change in demographics of the SCSEP service area how can the program improve services for the increased numbers of older workers, the economy, and the labor market?**

- More state slots and access to transportation assistance for participants are needed.

- Access to computers for participants to learn computer skills, complete on line courses to develop employability skills, to develop and edit resumes and to do job searches and submit job applications and resumes.

- Work with other Departments within KY State Government for them to host SCSEP participants at a local level for Community Service Training Assignments. We have State Government Depts. (DCBS Family Support) who will not host SCSEP participants. Having been a DCBS Family Support caseworker previously I am quite aware of the employability skills that could be obtained at local family support offices. As an ETC I previously had participants at local family support offices and had to transfer them as DCBS Family Support decided it would not allow its local offices to host SCSEP participants.

- Work on resolutions for ESL individuals to participant in SCSEP while learning English such as translation computer programs for Host Agency to use and for ETC to use. Especially in counties like Warren County where we have a very large refugee center and refugee population. Just had a conversation with local Adult Ed Director and Community Action Agency Staff working with ESL individuals about this exact issue. So solutions but conversation began. Any assistance or direction on this topic would be most helpful as there is an entire diverse population that could be reached with SCSEP if this hurdle overcome of the language barrier between ETC and Host Agency and ESL participant. Possibly find a way to pull in the International Center through Western. I have reached out to make contact with the City of Bowling Green as they have a designated employee to work with this diverse population.
- Allowing more individuals participate in the program and obtain more training could improve services for the increased number of older workers, the economy, and the labor market.
- Taking into consideration what jobs are projected to be in demand is important, but taking into consideration what jobs are likely going to be attainable is also important. With much of Kentucky being rural, employment prospects are limited. Therefore, it would be important to offer trainings, arrange for community service assignments, and provide other opportunities that give participants the best chance for employment within their community, as many participants are not willing to relocate. As far as the growing number of older workers, it seems important to advocate for older workers, to help dispel related myths and stereotypes, and to work toward increasing employment opportunities for older adults within the community. Assisting participants in being able to know and recognize their value is important as well, i.e. they may feel that their only job option is to become a janitor for a small center, when they have acquired the skills and experience to apply for higher paying custodial positions at department stores, hospitals, schools, or colleges.
- Stepping outside of the types of SCSEP placements that have been consistently defined in our area for many years to include a more diverse array of types of employment and employment activities could improve the services.
- Allow more time on the program.
- Increasing the budget to allow for more SCSEP participants, as I believe the need will only continue to grow, and locally we must pursue stronger relationships with non-profit agencies.

3. **How can the SCSEP program better prepare participants for projected employment opportunities?**

- Providing them with access to computers and training in how to utilize them for things such as resume development, email, job searches, employment applications, and employability skills courses. Very few of my participants have a computer and access to internet and printer of those many do not even know how to utilize one for these tasks. Most participants have to go to a public library to use their few public computers for the 1 hour time limit the library allows and do not have access to someone to teach them basic computer skills to use them. Almost all jobs require some computer knowledge even if it is nothing more than clocking in and out or getting pay stub printed from the internet and many require online job applications be completed. But when you start to look at jobs that do not require physical stamina you are looking at more and more computer competency required.

- If more funding was available more variety of training could be provided to participant to prepare them for projected employment opportunities.

- Working with workforce investment programs would increase training and employment opportunities, and thereby better prepare participants. Ensuring that participants are aware of resources that are available to them would assist in educating individuals on projected employment opportunities, such as registering with their local Job Center, or utilizing sites such as http://www.seniornet.org/, http://kentuckycareercenter.ky.gov/, or http://www.careeronestop.org/ that offer, job suitability tests, skills assessments, worksheets, and provide other useful materials, including projected employment trends by region. Many participants do not have internet access, but participants should be permitted access at their community service assignment, and have assistance provided if needed.

- Provide additional funding for training and education. For example, assist with payment of the training courses and test if a participant wants to obtain their GED, which is often necessary for employment.

- Enhancing and increasing computer learning opportunities in our more rural counties so that basic and intermediate computer user classes could be offered during the day at established sites such as our local libraries and schools. A mobile computer lab with trained computer literacy instructors could be utilized in multiple rural counties.

- Having knowledge of your community and the needs of the employers so trainings can be provided to the participants that would prepare participants with the skills the employers need to do the job.

- Develop a statewide training module for all SCSEP participants that outline basis benchmarks that must be achieved and that allows some variation based on participant needs.

4. **How can DAIL increase participant placement into unsubsidized employment and provide employer outreach?**

- In addition to computer access and computer skills already mentioned. More travel funds for ETC to travel to rural counties to do face to face networking with local family owned businesses to develop employment opportunities locally. Or offer travel assistance to participants that reach an employability level to do job searches, interviews, and for first 15-30 days of employment to get household finances established on a budget that can sustain the travel from one county to another where employment is available.

- Many employers are intimidated by hiring older workers although these individuals are many times more dependable. Making employers more aware of the SCSEP program and the benefits of hiring older workers would help increase the participant placement into unsubsidized employment and provide employer outreach.

- Most participants who exit the program employed are hired through their community service assignment, so increasing the number of available host agencies would help increase participant placement. Maintaining good working relationships with host agency supervisors and providing clear program guidelines to host agencies regarding the SCSEP is also significant. Other ways that could help increase placement into unsubsidized employment would be to target companies, job shops, and larger corporations within communities that frequently hire, and provide those corporations with information emphasizing the value of older workers and outlining the benefits of hiring older adults. Additionally, finding out what the requirements are for frequent job openings within the area, and then incorporating that into trainings and employment plans (if fitting to an individual) could also increase the probability of participants exiting with unsubsidized employment. Again, educating participants on how to go about seeking employment, and helping them be more comfortable throughout the process would aid in transitioning participants into placements.

- Expand the criteria of those available to be a host agency. Often times a non-profit organization does not and will not have the funding to employ additional staff. However, for profit employers may, and if we can place a participant and they receive the training necessary to perform the job, the opportunity for employment would increase.

- A marketing campaign promoting the quality of training that SCSEP participants receive during a placement could increase participant placement into unsubsidized employment. Establish SCSEP name recognition in for profit industries.

- By continuing their outreach to workforce centers, nonprofits, public agencies, businesses and community faith based leaders. To continue partnering with these people and organizations who know the individuals who are most in need of services.

- Grass roots outreach is the key element, however, DAIL can participate in statewide outreach that would a) enhance the program visibility b) establish more consistent training programs for SCSEP participants and c) be more dynamic in pursuing partnerships with all non-profits for the required placement of SCSEP participants

5. **What recommendation can you make to improve the SCSEP program?**
- Access to computer to participants while participating in SCSEP and basic computer skill training.
- Income guidelines should be lowered and less paperwork involved. Many seniors hesitate because of the amount of paperwork and verifications that are involved in the SCSEP program.
- Increased community awareness about what SCSEP is and the benefits of the program could bring in more applicants, host agencies, and employers, and could increase opportunities to partner with other agencies providing similar services for job fairs, special events, and/or trainings. Requesting to be added to email notification lists, or setting up social media notifications can also help keep project coordinators informed of upcoming events, which could provide opportunities to promote the SCSEP, or provide opportunities for participants to receive training and/or employment information. Managing time so that participants receive the supportive services and continual encouragement needed to ensure follow-through is also key.
- If we were able to use for profit host agencies, I believe this could increase a participant's transition into unsubsidized employment.
- Provide professionally produced printed materials that quickly help potential host agencies explore and recognize the possibilities of how a SCSEP participant may enhance their agencies outcomes and goals.
- After achieving a level of proficiency in a not for profit setting, have a short term for profit setting placement available to further the participants' training and thereby improve the participants' marketability in both the not for profit and for profit sectors.
- With limited job opportunities in rural areas perhaps additional hours and time on the program would benefit individuals who either age out due to having more health issues as they get older and not able find suitable jobs in their area.
- Currently I believe the program should be shortened to a maximum of 24 to 30 months, provided the training is more intense and specific and structured in a way that better prepares the participant to meet their employment goals. The ability move slots to needed area within a defined service area would be helpful.

6. **Is the distribution of available slots meeting the needs of your service area?**
- Warren County could easily utilize more State slots.
- Yes. If the income guidelines were lowered, we could use many additional slots.

- Knox, Laurel, and Rockcastle counties have zero slots, yet the need for slots is evident in Laurel, as many individuals seeking an interest in the SCSEP have been referred to other employment programs. Even with utilizing various advertising outlets, Harlan County slots appear to be the most difficult to fill. The total number of slots would need to remain at 20 if the current budget remains the same, but any of the counties served could benefit from increased opportunities for participation in the SCSEP.
- BGCAP would like to increase its service area to include Boyle and Jessamine Counties.
- Should additional slots be available in our ADD's larger counties, additional participants could easily be recruited to fill them.
- Yes, at this time.
- There are times when I can use more slots and other times I cannot find anyone interested, or anyone interested who meets the program requirements to fill the slots I have. At this time I do have an adequate number of slots.

7. **How can DAIL recruit individuals who meet the enrollment criteria of the program especially those 65 years or older or those with identified barriers to employment?**

- Provide recruitment materials and information from the state level to all state programs that are state wide to assist ETC's in recruitment DCBS Family Support, Local Veterans' Affairs offices, Health Dept. Example:
DCBS Family Support - make it a part of information provided to Food stamp, KTAP, Medicaid recipients whose household includes an individual 55 or older. It could be a form letter triggered by date of birth for household members in these cases that could be an issued at application and recertification just like other forms are required based on certain criteria existing in the household.
- Newspaper advertisement and word of mouth has been the best way to recruit individuals in the Pennyrile.
- Recruitment efforts targeting those meeting enrollment criteria could include providing informational handouts and flyers during enrollments for other DAIL administered programs, such as the Family Caregiver Program and the State Health Insurance Assistance Program, or during enrollments for programs through other agencies, such as the Low Income Home Energy Assistance Program. Keeping pamphlets stocked and flyers displayed in entryways to other establishments, i.e. subsidized senior housing developments, churches, family support offices, health departments, or pharmacies could also assist with targeting eligible recruits. Periodically checking in with local career centers could help maintain the flow of referrals to the program as well.
- There needs to be clarification regarding the definition of Low Employment Prospects within the handbook (regulation) versus utilizing the spreadsheet titled "Limited Employment Prospects by County". This director has utilized the spreadsheet when answering question #30 and #54 on the Participant Form.

However, after further research I have concluded that if question #30 was answered according to the definition in the Participant Form Guide, performance measures would increase because participants would meet additional eligibility criteria.

- Professionally produced marketing materials, newspaper ads, television ads would be great tools for recruitment. Additionally, provide funding for SCSEP Job Fairs for those 65 years or older and those with identified barriers to employment.
- Continue to use media as a means to inform the public about the program, as well as by word of mouth when working with agencies that provide services to individuals who meet program criteria.
- Make more funds available for local advertising, better outreach on a statewide basis with senior center administrators, AD Districts, public health facilities, and Office of Employment and Training administrators.

8. **What do you believe are the best opportunities for employment for older workers?**

- Receptionist, Guest Services at local tourism, sports and arts facilities, Historical Site tour guide, story/history teller/guide/guest services, Schools in numerous positions as Teachers Aids, Bus Monitors, Lunch Room, Custodial, Office Assistant/Receptionist, Child Care or Head Start Activities Coordinator, Office Assistant, Receptionist at Senior Living facilities (retirement homes, nursing facilities, etc.), Local "mom & pop" business, Private sitters (school age children or elderly if physically able), or Counter clerk at auto parts store or auto repair shop.
- Older workers that are on the SCSEP program many times want to be hired at a place they feel comfortable. Many of the workers in the Pennyrile want to be employed by the senior citizens centers.
- In regions served through the SCSEP, the majority of employment opportunities for exiting participants consist of data entry, secretarial, janitorial/custodial, transportation, delivery, and food services.
- This question is hard to answer b/c the ability of each participant varies, both physically and educationally.
- In our eight most western counties of Kentucky, the best opportunities for employment for older workers has traditionally consisted of office and nutrition site kitchen help.
- Placing participants in agencies to do training that serve the community, such as senior centers, schools and libraries, etc.
- In my experience the participant's health is a major factor in the placement of the SCSEP participants and in their ability to obtain employment and their education and prior work experience play a major role as well. Intangibles, such as their desire to actually obtain employment beyond their placement are also a factor. I have incorporated Wellness initiative for Senior Education (W.I.S.E) training to help

participants be better prepared to address their health needs. However, it is difficult to gauge participant's desire to participate in SCSEP and seek employment. Most of the female participant's request clerical/receptionist duties in placement and in their search for employment. Most male participants who are healthy request custodial/maintenance type employment.

ATTACHMENT E
PARTNER AGENCY LETTER

January 30, 2016

Kim Vitelli
U.S. Department of Labor/ETA
Division of National Program, Room S-4209
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Dear Ms. Vitelli:

Governor Matt Bevin has delegated the Kentucky Department for Aging and Independent Living to develop and submit the Kentucky Senior Community Service Employment Program (SCSEP) State Plan 2017-2020 on his behalf.

DAIL has sought the advice and recommendations of individuals and organizations identified in OAA sec. 503(a)(2) regarding any changes that are needed for improvement to the Kentucky program. The attached plan outlines the strategies that were developed to ensure the success and improvement of Kentucky's SCSEP and will serve as a "living" document to guide the ongoing operations within the state.

Please contact Morallia Tran, Kentucky SCSEP Coordinator, at 502-564-6930 or email at Morallia.Tran@ky.gov, if you have any questions.

Sincerely,

Deborah S. Anderson
Commissioner

cc: Morallia Tran

ATTACHMENT F
LETTERS OF ATTESTATION

March 16, 2016

Morallia Tran
KY SCSEP State Grantee/ Internal Policy Analyst III
Department for Aging and Independent Living
275 E. Main St. 3E-E
Frankfort KY 40621

Dear Ms. Tran,

Thank you for the opportunity to participate in the Kentucky Title V State Plan process. We have reviewed the State Plan and we are in agreement with it.

The plan was very comprehensive and represents SCSEP sub-grantees and National Grantees. All entities were encouraged to participate. We feel that Kentucky's plan is very accurate and shows how coordination can be very effective in discussing ways to improve SCSEP in the future.

Feel free to contact me at barry.lott@ncoa.org, or by phone at 571.527.3921 with any questions.

Signed,

Barry L. Lott

President and CEO
Sadiqa N. Reynolds, Esq.

Officers

Chairman of the Board
Daniel Hall

Vice Chair, Programs
Mike Nepaul

Vice Chair, Administration
Hood Harris

Vice Chair, Development
Nancy Presnell

Secretary
Condrad Daniels

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Directors
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Mozell Axson
*Mike Bellissimo
Neville Blakemore
Joella Comstock
Sharon Decker
Dwight Haygood
Demetrious Holloway
Walter Koczal
Lorri Lee
Tracey Lynn Meyer
*Terryl S. McCray
Eric Miller
*Jeffrey Norton
James R. Ponder
Diane A. Porter
Ben Rulz
Melanie Shook
Sheila Smith
Neal Thomas
Purna Veer

*Members at Large

March 29, 2016

Morallia Tran
KY SCSEP State Grantee/ Internal Policy Analyst III
Department for Aging and Independent Living
275 E. Main St. 3E-E
Frankfort KY 40621

Dear Ms. Tran,

Thank you for the opportunity to participate in the Kentucky Title V State Plan process. We have reviewed the State Plan and we are in agreement with it.

The plan was very comprehensive and represents SCSEP sub-grantees and National Grantees. All entities were encouraged to participate. We feel that Kentucky's plan is very accurate and shows how coordination can be very effective in discussing ways to improve SCSEP in the future. We are also looking forward to strengthening the partnerships with the Department for Aging and Independent Living, our local Kentuckiana Regional Planning & Development Agency (KIPDA), and other agencies that serve elder populations.

Feel free to contact me at twest@lul.org, or by phone at 502-566-3370 with any questions.

Signed,

Tera N. West, CWDP
Director, Center for Workforce Development

". . . somebody must be able to sit in on the strategy conferences and plot a course. There must be strategies, the researchers, the professionals to carry out the program. That's our role."
Whitney M. Young, National Urban League President, 1961-1971

United Way
Metro United Way

ATTACHMENT G

SIGN IN SHEET FOR PUBLIC HEARING

SCSEP PUBLIC HEARING 3/30/2016		
Name	Agency	Email
1 Morallia Tran	DAIL	morallia.tran@ky.gov
2 Rebekah Price	CVADD/AAAD	rprice@cvadd.org
3 Brian Bouissean	DAIL	Brian.Bousseau@ky.gov
4 Kristy Hurt	BGADP	kristy.hurt@bgadd.org
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ATTACHMENT H
POWER POINT PRESENTATION OF THE STATE PLAN

PRESENTATION PROVIDED AT THE 2016 PUBLIC HEARING

KENTUCKY SCSEP STATE PLAN

DEPARTMENT FOR AGING AND
INDEPENDENT LIVING
FISCAL YEARS 2017-2020

SCSEP OVERVIEW

The Senior Community Service Employment Program has two primary goals:

1. Advance economic self-sufficiency for program participants through employment training and job placement .

2. Promote useful opportunities for community service activities through community service employment partnerships.

ELIGIBILITY

- The program has strict eligibility requirements for participants. Only individuals who are 55 or older, unemployed, and have a total family income of less than 125 % (percent) of federal poverty level (annually, $14,850 for a single person household for 2016) are eligible to participate in the program. SCSEP grants priority enrollment for participants such as:
- veterans and their qualified spouses,
- individuals who are 65 and older, or:
- Have a disability,
- Have limited English proficiency,
- Have low literacy skills,
- Live in a rural area,
- Have low employment prospects,
- Are unable to find employment through the Workforce Investment Act (WIA) system, or
- Are homeless or at risk of homelessness.

2016 Federal Poverty Guidelines

Household Size	Annual Income Federal Poverty Guideline (FPG)	125% FPG	150% FPG	175% FPG	200% FPG	250% FPG	300% FPG	350% FPG
1	$11,880	$14,850	$17,820	$20,790	$23,760	$29,700	$35,640	$41,580
2	$16,020	$20,025	$24,030	$28,035	$32,040	$40,050	$48,060	$56,070
3	$20,160	$25,200	$30,240	$35,280	$40,320	$50,400	$60,480	$70,560
4	$24,300	$30,375	$36,450	$42,525	$48,600	$60,750	$72,900	$85,050
5	$28,440	$35,550	$42,660	$49,770	$56,880	$71,100	$85,320	$99,540
6	$32,580	$40,725	$48,870	$57,015	$65,160	$81,450	$97,740	$114,030
7	$36,730	$45,912	$55,095	$64,278	$73,460	$91,825	$110,190	$128,555
8	$40,890	$51,112	$61,335	$71,558	$81,780	$102,225	$122,670	$143,115
9	$45,050	$56,312	$67,575	$78,838	$90,100	$112,625	$135,150	$157,675
10	$49,210	$61,512	$73,815	$86,118	$98,420	$123,025	$147,630	$172,235

Household Size	Monthly Income	125% FPG	150% FPG	175% FPG	200% FPG	250% FPG	300% FPG	350% FPG
1	$990	$1,238	$1,485	$1,733	$1,980	$2,475	$2,970	$3,465
2	$1,335	$1,669	$2,003	$2,336	$2,670	$3,338	$4,005	$4,673
3	$1,680	$2,100	$2,520	$2,940	$3,360	$4,200	$5,040	$5,880
4	$2,025	$2,531	$3,038	$3,544	$4,050	$5,063	$6,075	$7,088
5	$2,370	$2,963	$3,555	$4,148	$4,740	$5,925	$7,110	$8,295
6	$2,715	$3,394	$4,073	$4,751	$5,430	$6,788	$8,145	$9,503
7	$3,051	$3,826	$4,591	$5,356	$6,122	$7,652	$9,183	$10,713
8	$3,408	$4,259	$5,111	$5,963	$6,815	$8,519	$10,223	$11,926
9	$3,754	$4,693	$5,631	$6,570	$7,508	$9,385	$11,263	$13,140
10	$4,101	$5,126	$6,151	$7,176	$8,202	$10,252	$12,303	$14,353

Community Service

- Once an individual is enrolled in SCSEP they are placed in community service assignments at host agencies where they work an average of 20 hours a week for minimum wage (federal, or state, whichever is highest). The participant's wage is subsidized by SCSEP funding, not by the host agency—a 501(c)(3) non-profit or government entity. The host agency benefits because they are given a worker whose wages are paid by an outside entity and the SCSEP participant benefits because they are gaining valuable job skills and training.

Unsubsidized Employment

- Once a participant exits the program for employment, follow ups with placed participants throughout the first twelve months of placement will be completed to determine if the participant has the necessary supportive services to remain employed and to provide or arrange services as needed. For example:
    - the payment of reasonable costs of transportation,
    - health care and medical services,
    - special job-related or personal counseling,
    - incidentals (such as work shoes, badges, uniforms, eyeglasses, and tools),
    - child and adult care,
    - temporary shelter, and follow-up services; and outreach, recruitment.
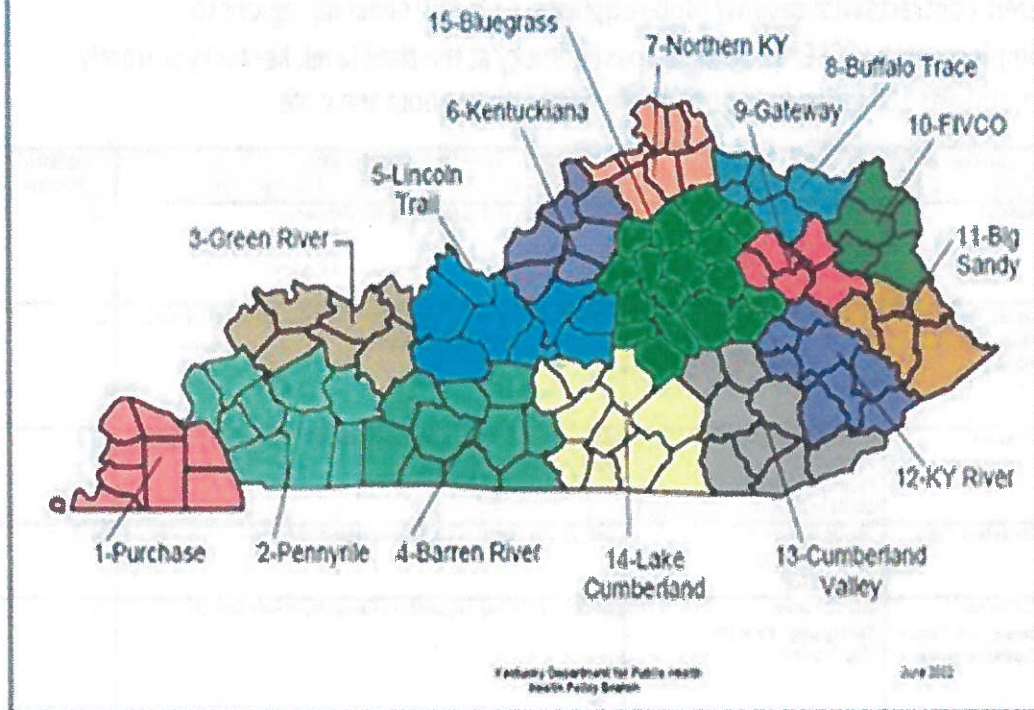
PURPOSE OF STATE PLAN

- The 2017-2020 Senior Community Service Employment Program (SCSEP) State Plan outlines the strategy that Kentucky will implement to train and prepare the low-income older population to enter the workforce. Governor Matt Bevin has designated the Kentucky Department for Aging and Independent Living to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.

- Demographic and economic estimates for the labor market were studied to determine the changing needs of the state's workforce. These trends and projections were considered when developing strategies to assure the successful operation of SCSEP so that Kentucky can accomplish the program's goal to improve the skills and employment prospects for older workers.

- The plan was developed in collaboration with representatives of national grantees operating in Kentucky, sub-grantees, and Workforce Development to promote performance improvement in serving the designated population. Partnerships with One-Stop Career Centers and WIOA programs have proven effective in preparing the participants with labor skills needed in today's market. Cooperative efforts will also continue with local health departments, community colleges and other agencies.

- The state plan expresses desired long-term changes to the design of the state's program include: recruiting a wider pool of host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the areas of computer skills and documentation; and educating participants with job search skills that will help participants keep pace with the changing demands of the contemporary workforce. Emphasis will be placed on education, outreach and public relations.

- The state plan also addresses a more effective use of local media sources to create greater awareness of SCSEP. Techniques such as spotlighting successful SCSEP stories will aid in the recruitment of additional host agencies while more low-income adults, age 55+, will be aware of the opportunities available through the program. In addition, other social service agencies will be used to promote SCSEP and help in the development of a solid referral base.

- There are three national SCSEP Providers for Kentucky: National Urban League (NUL) with 122 AP, National Council on Aging (NCOA) with 224 AP, and Experience Works with 314 AP.

- DAIL contracts with seven (7) sub-recipients in nine (9) separate regions to implement the SCSEP program across Kentucky at the state level. Kentucky currently maintains 169 authorized positions for SCSEP throughout the state.

Sub-Grantee	Address	Areas Served	Authorized Positions
Audubon	1000 West Fourth St. P.O. Box 20004 Owensboro, KY 42302 (270) 686-4000	Henderson (2), Ohio (2), Union (2), and Webster (2)	10
Lincoln Trail/ Barren River- Experience Works	1040 Padge Way Ste 34 P.O. Box 20200 Bowling Green, KY 42102 (270) 843-0127	Butler (2), Edmonson (2), Hart (4), Warren (6), Breckinridge (4), Grayson (2), Hardin (4), Larue (2), and Meade (2)	32
Bluegrass	111 Professional Court P.O. Box 730 Frankfort, KY 40602 502-695-4290	Anderson (2), Fayette (2), Franklin (4), Garrard (4), Lincoln (7), Mercer (4), Powell (2), and Woodford (2)	27
Cumberland Valley	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (2), Clay (4), Harlan (2), Jackson (2), and Whitley (6)	20
Buffalo Area Development District- Experience Works	209 High Street Flemingsburg, KY 41041 (606) 845-5411	Bracken (2), Fleming (2), Lewis (4), Mason (4) and Robertson (1)	14
Kentucky River/Big Sandy	917 Perry Park Rd Hazard, KY 41701 (606) 436-3158	Floyd (2), Pike (3), Breathitt (2), Knott (4), Leslie (2), Letcher (4), and Perry (4)	22
Pennyrile	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (2), Christian (2), Crittenden (2), Hopkins (2), Livingston (2), Lyon (2), and Trigg (2)	19
Purchase	1002 Medical Drive P.O. Box 300 Mayfield, KY 42066 (270) 247-7171	Ballard (2), Calloway (5), Fulton (2), Graves (2), Hickman (2), McCracken (6) and Marshall (2)	21

Kentucky Area Development Districts

15-Bluegrass

7-Northern KY

8-Buffalo Trace

6-Kentuckiana

9-Gateway

10-FIVCO

5-Lincoln Trail

3-Green River

11-Big Sandy

12-KY River

1-Purchase

2-Pennyrile

4-Barren River

14-Lake Cumberland

13-Cumberland Valley

Kentucky Department for Public Health
Health Policy Branch

June 2002

BARREN RIVER

County	Sponsors/Slots
Allen	Experience Works (4)
Barren	Experience Works (11)
Butler	State (2), Experience Works (2)
Edmonson	State (2), Experience Works (1)
Hart	State (4), Experience Works (2)
Logan	Experience Works (7)
Metcalfe	Experience Works (4)
Monroe	Experience Works (4)
Simpson	Experience Works (4)
Warren	State (6), Experience Works (10)

LINCOLN TRAIL

County	Sponsors/Slots
Breckinridge	State (4)
Grayson	State (3), Experience Works (5)
Hardin	State (4), Experience Works (8)
Larue	State (2), Experience Works (2)
Marion	Experience Works (5)
Meade	State (5)
Nelson	NUL (7)
Washington	Experience Works (2)

BUFFALO TRACE

County	Sponsors/Slots
Bracken	State (2)
Fleming	State (3), NCOA (1)
Lewis	State (4), NCOA (2)
Mason	State (4)
Robertson	State (1)

BIG SANDY

County	Sponsors/Slots
Floyd	State (3), NCOA (9)
Johnson	NCOA (7)
Magoffin	NCOA (5)
Martin	NCOA (4)
Pike	State (3), NCOA (14)

BLUEGRASS

County	Sponsors/Slots
Anderson	State (2)
Bourbon	NCOA (5)
Boyle	Experience Works (5)
Clark	NCOA (6)
Estill	Experience Works (5)
Fayette	State (2), NCOA (26)
Franklin	State (4), NCOA (2)
Garrard	State (4)
Harrison	NCOA (4)
Jessamine	NCOA (5)
Lincoln	State (7), Experience Works (3)
Madison	NCOA (12)
Mercer	State (4), NCOA (1)
Nicholas	NCOA (2)
Powell	State (2), Experience Works (3)
Scott	NCOA (6)
Woodford	State (2), NCOA (1)

KENTUCKY RIVER

County	Sponsors/Slots
Breathitt	State (3), Experience Works (4)
Knott	State (4)
Lee	Experience Works (3)
Leslie	State (2), Experience Works (3)
Letcher	State (4), NCOA (4)
Owsley	Experience Works (3)
Perry	State (4), Experience Works (6)
Wolfe	Experience Works (3)

CUMBERLAND VALLEY

County	Sponsors/Slots
Bell	State (3), Experience Works (8)
Clay	State (4), Experience Works (6)
Harlan	State (5), Experience Works (6)
Jackson	State (2), Experience Works (4)
Knox	Experience Works (11)
Laurel	Experience Works (13)
Rockcastle	Experience Works (8)
Whitley	State (6), Experience Works (8)

KIPDA

County	Sponsors/Slots
Bullitt	NUL(8)
Henry	NCOA (3)
Jefferson	NUL (103)
Oldham	NUL (4)
Shelby	NCOA (4)
Spencer	NCOA (2)
Trimble	NCOA (2)

NORTHERN KENTUCKY

County	Sponsors/Slots
Boone	NCOA (9)
Campbell	NCOA (10)
Carroll	NCOA (3)
Gallatin	NCOA (2)
Grant	NCOA (3)
Kenton	NCOA (16)
Owen	NCOA (2)
Pendleton	NCOA (3)

SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

County	Sponsors/Slots
Ballard	State (2)
Calloway	State (5)
Carlisle	State (0)
Fulton	State (2)
Graves	State (5), Experience Works (4)
Hickman	State (2)
McCracken	State (6), Experience Works (6)
Marshall	State (2), Experience Works (4)

PENNYRILE

County	Sponsors/Slots
Caldwell	State (5)
Christian	State (2), Experience Works (7)
Crittenden	State (3)
Hopkins	State (2), Experience Works (7)
Livingston	State (2)
Lyon	State (2)
Muhlenberg	Experience Works (7)
Todd	Experience Works (3)
Trigg	State (3)

GREEN RIVER

County	Sponsors/Slots
Daviess	Experience Works (14)
Hancock	Experience Works (2)
Henderson	State (2), Experience Works (6)
McLean	Experience Works (2)
Ohio	State (2), Experience Works (4)
Union	State (3)
Webster	State (3)

FIVCO

County	Sponsors/Slots
Boyd	NCOA (10)
Carter	NCOA (8)
Elliott	NCOA (3)
Greenup	NCOA (7)
Lawrence	NCOA (5)

GATEWAY

County	Sponsors/Slots
Bath	NCOA (4)
Menifee	Experience Works (4)
Montgomery	NCOA (6)
Morgan	Experience Works (3)
Rowan	NCOA (6)

LAKE CUMBERLAND

County	Sponsors/Slots
Adair	Experience Works (7)
Casey	Experience Works (7)
Clinton	Experience Works (4)
Cumberland	Experience Works (2)
Green	Experience Works (3)
McCreary	Experience Works (7)
Pulaski	Experience Works (17)
Russell	Experience Works (7)
Taylor	Experience Works (5)
Wayne	Experience Works (9)

Solicitation and Collection of Public Comments.

Public comments are sought on a regional basis to include correspondence, public forums, websites, and meetings to ensure that any interested individual or organization has an opportunity to comment on the SCSEP State Plan. Letters, needs assessments and recommendations will be distributed to community partners for solicitation of comments to be incorporated into the plan. The draft plan will be distributed to all partners within the service areas and included on Area Development District websites. The plan will also be shared with host agencies. All individuals and agencies are encouraged to comment and make additional recommendations.

A draft of the State SCSEP Plan will be posted on DAIL's website at http://chfs.ky.gov/dail/scsep.htm to solicit comments from any individual or organization.

Matthew G. Bevin
Governor

275 East Main Street, 5W-A
Frankfort, KY 40621
502-564-7042
502-564-7091
www.chfs.ky.gov

Vickie Yates Brown Glisson
Secretary

May 12, 2016

The Honorable Matthew G. Bevin
Governor
700 Capitol Avenue, Suite 100
Frankfort, Kentucky 40601

Dear Governor Bevin:

The Department for Aging and Independently Living in the Cabinet for Health and Family Services is required by the U.S. Department of Labor to submit a State Plan for the Senior Community Services Employment Program (SCSEP).   SCSEP provides training and part-time employment opportunities to low-income individuals age 55 and older.

The enclosed plan outlines a four-year strategy for providing community service employment and other authorized activities for eligible individuals through SCSEP. The U.S. Department of Labor requires the Governor to designate an entity to develop and submit the State Plan on his behalf. This statement is attached for your signature in order to continue the program.

If you have any questions, please contact Jennifer Dudinskie at the Department for Aging and Independent Living at 502-564-6930 extension 3473.
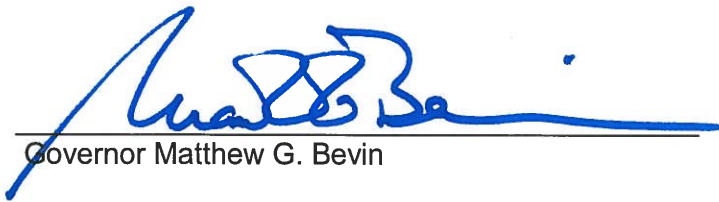

Sincerely,

Vickie Yates Brown Glisson
Secretary

Enclosure

Governor's Designation

I delegate the Kentucky Cabinet for Health and Family Services Department for Aging and Independent Living to develop and submit the State Plan for the Senior Community Employment Services Program on my behalf.

_____   5 - 16 - 16
Governor Matthew G. Bevin   Date